

**MINUTES**  
**POLICE AND FIRE COMMISSION**  
**Thursday, October 5, 2017**  
**City Hall, Room 310**  
**3:00 PM**

**MEMBERS PRESENT:** President Rod Goldhahn, Vice President Nancy Schopf, Commissioner Marian Boyle-Rohloff, Commissioner Warren Wanezek

**OTHERS PRESENT:** Fire Chief David Litton, Police Chief Andrew Smith, HR Generalist Jennifer Smits

**1. Roll call.**

The meeting was called to order at 3:00 p.m. by Comm. Goldhahn. Roll call was taken.

**2. Approval of the minutes from the regular meeting held September 7, 2017.**

Motion made by Comm. Wanezek, seconded by Comm. Boyle-Rohloff to approve the regular meeting minutes from September 7, 2017. Motion carried.

**3. President's Report.**

President Goldhahn reported there are Patrol Officer interviews scheduled for October 12, October 19, and October 23.

**4. Report from the Chiefs.**

Fire Chief David Litton reported the following:

- One recruit has resigned as he was unable to be medically cleared to return to work. The department wishes him the best on his future endeavors.
- Fox Valley Technical College provided the results from the most recent testing process. Overall, applicant numbers were down. There were 83 applicants with 51 of those applicants passing and meeting all requirements. Initial interviews are expected to take place the week of October 23 with approximately 25 candidates to be invited. It is expected there will be 6 to 8 vacancies to fill. The department is competing with 11 other cities for candidates.
- The grand opening of the new burn tower at NWTC will take place October 9 at 11:30 a.m.

Police Chief Andrew Smith reported the following:

- Violent crime is down 10% year-to-date. Part one crime which includes violent crime and property crime is down 8%. Total crime from 5 year average is down 17%.
- Department is working on filling current vacancies. Retirements are expected at the end of the year which could leave approximately 20 positions to fill.
- A canine position was recently posted as the department is down canine positions. There may be as many as 3 openings for the position. A nationwide search was conducted for canine kennels and facilities that provide training, and a facility in Kansas City has been chosen to provide training to canine officers. Funds for the canine training will be paid for through donated money.
- Pink badges will be worn in October for Breast Cancer Awareness month.
- Swearing-in of 3 new officers will take place on October 23 at 9 a.m.
- A recent donation will provide the department with 2 electric mountain bikes. There will be a press conference after the bikes have been obtained.

5. **Consideration with possible action on the review of Patrol Officer candidate(s).** The Commission may convene in closed session pursuant to Section 19.85(1) (c) and (f), Wisconsin Statutes, to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Commission may thereafter reconvene in open session pursuant to Section 19.85(2), Wisconsin Statutes, to report the results of the closed session and consider the balance of the agenda.

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Schopf with a second by Comm. Boyle-Rohloff to go into closed session. Motion carried.

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A motion was made by Comm. Boyle-Rohloff to return to open session with a second by Comm. Schopf. Motion carried. Out of closed session, Comm. Goldhahn reported that 8 Patrol Officer candidates were reviewed. Five candidates were rejected, one candidate requires additional information, and 2 candidates were recommended for hire.

6. **Consideration with possible action on the voluntary removal of Patrol Officer candidate(s) from the eligibility list**

Comm. Goldhahn reported that 4 candidates had requested removal from the eligibility list. A motion was made by Comm. Schopf and seconded by Comm. Boyle-Rohloff to remove the 4 candidates. Motion carried.

7. **Consideration with possible action on the following communications:**

- a. Budget Status Report
- b. Budget Spreadsheet

Comm. Goldhahn reported there had been no additional spending since the last meeting and inquired if current budget will cover the remainder of the year. It was noted that additional funds may need to be requested to cover the expected costs of the polygraph and other testing for Patrol Officer candidates. Motion made by Comm. Wanezek, seconded by Comm. Schopf to receive and place on file. Motion carried.

8. **Set date of next meeting.**

The next regular meeting has been tentatively scheduled for Thursday, November 2, 2017 at 3:00 p.m. in Room 310 of City Hall.

With no other items on the agenda, Comm. Goldhahn requested a motion to adjourn the meeting. Motion made by Comm. Wanezek, seconded by Comm. Rohloff to adjourn. Motion carried. The meeting adjourned at 3:35 p.m.

Respectfully submitted,

Adam Reidinger  
Recording Secretary

APPROVED: \_\_\_\_\_  
Rod Goldhahn, President

**MINUTES  
POLICE AND FIRE COMMISSION  
SPECIAL MEETING  
Thursday, October 12, 2017  
City Hall, Room 310  
8:00 AM**

MEMBERS PRESENT: Commissioners Rod Goldhahn, Nancy Schopf, Rev. Marian Boyle Rohloff, Warren Wanezek

OTHERS PRESENT: Police Captain Kevin Warych, HR Generalist Rayme Van Beaver

The meeting was called to order by President Rod Goldhahn. Roll call was taken as noted above.

1. **Convening on the above date for the purpose of holding interviews with Patrol Officer candidates. Please take notice that pursuant to §19.85(1)(c) and (f), Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of Patrol Officer candidates.**

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Schopf with a second by Comm. Wanezek to go into closed session. Motion carried.

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A motion was made by Comm. Schopf to return to open session with a second by Comm. Wanezek. Motion carried. Out of closed session Comm. Goldhahn reported the Commission had conducted interviews with 7 Patrol Officer candidates.

With no other items on the agenda, Comm. Goldhahn requested a motion to adjourn the meeting. Motion made by Comm. Wanezek, second by Comm. Boyle-Rohloff. Motion carried.

The meeting adjourned at 12:00 p.m.

Respectfully submitted,

Adam Reidinger, Recording Secretary

APPROVED: \_\_\_\_\_  
Rod Goldhahn, President

**MINUTES  
POLICE AND FIRE COMMISSION  
SPECIAL MEETING  
Thursday, October 19, 2017  
City Hall, Room 506  
8:00 AM**

MEMBERS PRESENT: Commissioners Rod Goldhahn, Nancy Schopf, Rev. Marian Boyle Rohloff, Warren Wanezek

OTHERS PRESENT: Police Captain Kevin Warych, HR Generalist Jennifer Smits

The meeting was called to order by President Rod Goldhahn. Roll call was taken as noted above.

1. **Convening on the above date for the purpose of holding interviews with Patrol Officer candidates. Please take notice that pursuant to §19.85(1)(c) and (f), Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of Patrol Officer candidates.**

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Schopf with a second by Comm. Boyle-Rohloff to go into closed session. Motion carried.

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A motion was made by Comm. Schopf to return to open session with a second by Comm. Boyle-Rohloff. Motion carried. Out of closed session Comm. Goldhahn reported the Commission had conducted interviews with 3 Patrol Officer candidates.

2. **Consideration with possible action on the review of Patrol Officer candidate(s). The Commission may convene in closed session pursuant to Sections 19.85(1) (c) and (f), Wisconsin Statutes, to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The Commission may thereafter reconvene in open session pursuant to Section 19.85 (2), Wisconsin Statutes, to report the results of the closed session and consider the balance of the agenda.**

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Boyle-Rohloff with a second by Comm. Schopf to go into closed session. Motion carried.

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A motion was made by Comm. Wanezek to return to open session with a second by Comm. Boyle-Rohloff. Motion carried. Out of closed session Comm. Goldhahn reported the Commission had reviewed 1 candidate who will continue in the hiring process.

The Commission returned to item 1 of the agenda to complete Patrol Officer candidate interviews. Comm. Goldhahn read the closed session statement. A motion was made by Comm. Schopf with a second by Comm. Wanezek to go into closed session. Motion carried.

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A motion was made by Comm. Schopf to return to open session with a second by Comm. Boyle-Rohloff. Motion carried. Out of closed session Comm. Goldhahn reported the Commission had conducted interviews with 3 more Patrol Officer candidates.

With no other items on the agenda, Comm. Goldhahn requested a motion to adjourn the meeting. Motion made by Comm. Wanezek, second by Comm. Boyle-Rohloff. Motion carried.

The meeting adjourned at 11:15 a.m.

Respectfully submitted,

Adam Reidinger, Recording Secretary

APPROVED: \_\_\_\_\_  
Rod Goldhahn, President

**MINUTES  
POLICE AND FIRE COMMISSION  
SPECIAL MEETING  
Monday, October 23, 2017  
City Hall, Room 506  
8:30 AM**

MEMBERS PRESENT: Commissioners Rod Goldhahn, Nancy Schopf, Rev. Marian Boyle Rohloff, Warren Wanezek

OTHERS PRESENT: Police Captain Kevin Warych, HR Generalist Jennifer Smits

The meeting was called to order by President Rod Goldhahn. Roll call was taken as noted above.

- 1. Convening on the above date for the purpose of holding interviews with Patrol Officer candidates. Please take notice that pursuant to §19.85(1)(c) and (f), Wisconsin Statutes, the Commission may convene in closed session for the purpose of interviewing, evaluating and considering employment of Patrol Officer candidates.**

Comm. Goldhahn read the closed session statement. A motion was made by Comm. Boyle-Rohloff with a second by Comm. Schopf to go into closed session. Motion carried.

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A motion was made by Comm. Wanezek to return to open session with a second by Comm. Boyle-Rohloff. Motion carried. Out of closed session Comm. Goldhahn reported the Commission had conducted interviews with 14 Patrol Officer candidates.

With no other items on the agenda, Comm. Goldhahn requested a motion to adjourn the meeting. Motion made by Comm. Schopf, second by Comm. Wanezek. Motion carried.

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

Adam Reidinger, Recording Secretary

APPROVED: \_\_\_\_\_  
Rod Goldhahn, President

# MEMORANDUM

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Human Resources Department

To: Police and Fire Commission

From: Jennifer Smits, PHR, SHRM-CP  
Human Resources Generalist

Re: Request to Approve the 2018 Police Department Lieutenant Promotional List and  
Lieutenant Promotions

Date: November 16, 2017

The Green Bay Police Department Lieutenant promotional process is complete. Three out of five candidates successfully completed the three steps of the process; a written exam (weighted at 25%), an oral interview (weighted at 55%), and a personnel file review (weighted at 20%). Candidates must have received a minimum score of 70% in each step of the process in order to be considered for promotion. Seniority points were added to the candidates' final scores by awarding one point for every three complete years of service.

Chief Smith is recommending that the three candidates, Nathan Allen, Jordan Atlas, and Robert Ecke, be promoted effective December 4, 2017.

Thank you for your consideration.

c: Chief Andrew Smith

# MEMORANDUM



Human Resources Department

To: Police and Fire Commission

From: Jennifer Smits, PHR, SHRM-CP  
Human Resources Generalist

Re: Request to Revise the Patrol Officer Recruitment Process

Date: November 16, 2017

It is recommended that the Police and Fire Commission approve a revised Patrol Officer recruitment process. The current process is comprised of the following components:

- Written Exam and Report Writing Exam
- Physical Agility Test
- Police Department Interviews
- Police and Fire Commission Interviews
- Background Investigations

Below is a comparison of the current process and the proposed revisions.

- A. Written Exam and Report Writing Exam: A written exam, developed by IPMA-HR, and a report writing exam are administered on the same day at Northeast Wisconsin Technical College (NWTC). These exams are weighted at 20% of the candidates' total composite score. It is recommended that this step in the recruitment process remain the same.
- B. Physical Agility Test: Currently the physical agility test is conducted on the same day as the written and report writing exams. The physical agility test is administered by members of the Police Department and Human Resources Department and is conducted at NWTC. The physical agility test is a pass/fail test which includes a timed obstacle course, push-ups to evaluate upper body strength, and demonstrated proficiency with handgun manipulations.

In reviewing the recruitment process, it has been determined that this step in the process has limited value and should be removed. This test is a time-intensive evaluation, and since 2012 an average of two candidates failed the physical agility test per recruitment process.

Physical fitness and the ability to physically perform the work of a Patrol Officer is important, and this requirement is currently evaluated separate from the physical agility testing. All prospective hires are required to successfully complete the law enforcement recruit academy which is administered by the Wisconsin Technical College System. Admittance into the academy requires the completion of a physical readiness test which is comprised of a 1.5 mile run, 300 meter run, push-ups, sit-ups, vertical jump, and agility run



(sprinting 180 feet while dodging obstacles). In addition, candidates who are given conditional offers of employment are required to submit to a comprehensive medical exam conducted by an occupational health physician.

Based upon these factors, it is recommended that the physical agility testing be removed from the Patrol Officer recruitment process.

- C. Police Department Interviews: The first round of interviews is conducted by a panel of Police Department representatives. The interviews are timed, scored, and weighted at 40% of the candidates' total composite score.

It is proposed that candidates complete the Personnel Evaluation Profile (PEP), which is used in the background investigation process, immediately following the Police Department interview, instead of days or weeks following the department interviews. Background investigations will be conducted on the top percent of candidates based on anticipated hiring needs.

- D. Police and Fire Commission Interviews: Currently, the Police and Fire Commission interviews a top percentage of candidates based on the Police Department interview scores. These interviews are generally scheduled 2-3 weeks after the Police Department interviews. The interviews are scored and weighted at 40% of the candidates' total composite score. Background investigations are then provided to the Commission at a later date.

It is proposed that the background investigations be completed prior to Police and Fire Commission interviews. Candidates who are recommended for hire by the Chief of Police will be interviewed by the Commission approximately 4-6 weeks after the Police Department interviews. Commissioners will be provided with the background investigation reports in advance of the interviews. With respect to candidates who are not recommended for hire by the Chief of Police, the Commission will be provided with the candidates' background investigations for review and final determination, but will not interview these candidates unless they determine otherwise.

Final ranking will be based upon candidates' cumulative scores (20% of written exam, 40% of Police Department interview, and 40% of Police and Fire Commission interview).

Thank you for your consideration.

- c: Chief Andrew Smith  
HR Operations Manager Melanie Falk

# MEMORANDUM

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Human Resources Department

To: Police and Fire Commission

From: Jennifer Smits, PHR, SHRM-CP  
Human Resources Generalist

Re: Patrol Officer Eligibility List

Date: November 16, 2017

Attached is an alphabetical list of candidates who successfully completed the Patrol Officer recruitment processes in November, 2017 and April, 2017. Candidates are placed on the eligibility list for a period of one year.

**Recommendation:**

It is recommended that the attached Patrol Officer Eligibility List be approved and placed into effect on November 16, 2017.

Thank you for your consideration.

**CITY OF GREEN BAY  
ALPHABETICAL PATROL OFFICER ELIGIBILITY LIST**

Last Name	First Name	Eligibility List Expiration Date
Altreuter	Adam	4/6/2018
Anderson	Lauren	4/6/2018
Biocic	Joshua	11/16/2018
Bond	Sean	11/16/2018
Bryan	Sean	4/6/2018
Elfman	Lucy	11/16/2018
Faulkcon	Norman	11/16/2018
Hambly	Nicole	11/16/2018
Harnish	Kyle	11/16/2018
Hassemer	Matt	4/6/2018
Hobbs	Montrell	11/16/2018
Jacobi	Kelsey	11/16/2018
Linsmeyer	Paul	11/16/2018
Marciulionis	Andrew	4/6/2018
Newkirk	Brian	11/16/2018
Newtols	Casey	11/16/2018
Nitka	Nicholas	11/16/2018
Pfotenhauer	Richard	11/16/2018
Ratajczak	Maggie	11/16/2018
Richards	Joshua	11/16/2018
Stuedemann	Michael	11/16/2018
Tennie	Jacob	11/16/2018
Vanden Heuvel	Nathan	11/16/2018
VanMatre	Adam	11/16/2018
Voelker	Joshua	11/16/2018
Weir	Craig	11/16/2018
Winiecki	Triston	11/16/2018

Adopted: November 16, 2017

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Rod Goldhahn  
President  
Police and Fire Commission

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Nancy Schopf  
Vice President  
Police and Fire Commission



# City of Green Bay

11/09/2017 09:49  
AdamRe

City of Green Bay  
YEAR-TO-DATE BUDGET REPORT

P 1  
glytdbud

FOR 2017 10

ACCOUNTS FOR:  
003 POLICE & FIRE COMMISSION

ORIGINAL  
APPROP

REVISED  
BUDGET

YTD EXPENDED

MTD EXPENDED

ENCUMBRANCES

AVAILABLE  
BUDGET

PCT  
USED

52007 RECRUITING  
53001 CONTRACTUAL SERVICES

24,500  
1,000

22,879.20  
686.61

4,747.50  
686.61

.00  
.00

1,620.80  
313.39

93.4%  
68.7%

TOTAL POLICE & FIRE COMMISSION

25,500

23,565.81

5,434.11

.00

1,934.19

92.4%

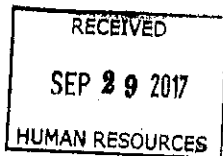
9a

# 2017 POLICE & FIRE COMMISSION BUDGET

Account: 101003-52007 Recruiting

Date Rec	Date Appr	Vender/Invoice #	Emp/Dept	Expense	Balance	Paid
	01/01/17				\$ 24,500.00	
01/12/17	01/25/17	Tyre & Childs	Psych evals - Police (2)	\$ 990.00	\$ 23,510.00	January
01/23/17	01/25/17	Tyre & Childs	Psych eval - Police	\$ 495.00	\$ 23,015.00	January
01/30/17	01/31/17	PEI	Polygraph - Police (2)	\$ 500.00	\$ 22,515.00	February
02/02/17	02/06/17	Prevea	Physicals - Fire (12), Police (3)	\$ 5,939.50	\$ 16,575.50	February
02/02/17	02/06/17	Prevea	Drug Screen - Fire (12), Police (1)	\$ 408.00	\$ 16,167.50	February
02/16/17	02/20/17	PEI	Polygraph- Police	\$ 250.00	\$ 15,917.50	February
03/02/17	03/06/17	Prevea	Drug Screen - Fire	\$ 31.00	\$ 15,886.50	March
04/03/17	04/17/17	Prevea	Physical - Fire	\$ 373.50	\$ 15,513.00	April
04/27/17	05/01/17	Alternative Marketing	Job posting - FF	\$ 50.00	\$ 15,463.00	May
05/05/17	05/08/17	WFCA: The Daily Dispatch	Job posting - FF	\$ 280.00	\$ 15,183.00	May
05/04/17	05/08/17	Indian Country	Job posting - FF	\$ 182.40	\$ 15,000.60	May
05/17/17	05/17/17	PEI	Polygraph - Police	\$ 250.00	\$ 14,750.60	May
05/01/17	05/30/17	Tyre & Childs	Psych eval - Police (6)	\$ 2,970.00	\$ 11,780.60	June
06/09/17	06/12/17	IPMA-HR	Patrol Officer exams	\$ 997.00	\$ 10,783.60	June
06/02/17	06/12/17	Psychologie Clinique	Psych eval - Police	\$ 495.00	\$ 10,288.60	June
06/02/17	06/12/17	PEI	Polygraph - Police (1)	\$ 250.00	\$ 10,038.60	June
06/02/17	06/12/17	Prevea, inv. #109984	Drug Screen - Police (5)	\$ 217.80	\$ 9,820.80	June
06/02/17	06/12/17	Prevea, inv. #109915	Physicals - Police (5)	\$ 2,202.50	\$ 7,618.30	June
06/16/17	06/20/17	PEI	Polygraph - Police (5)	\$ 1,250.00	\$ 6,368.30	June
09/29/17	09/29/17	Tyre & Childs	Psych eval - Police (3)	\$ 1,485.00	\$ 4,883.30	Oct
10/03/17	10/05/17	Prevea	Drug Screen - Police (3)	\$ 108.00	\$ 4,775.30	Oct
10/03/17	10/05/17	Prevea	Physicals - Police (3)	\$ 1,317.50	\$ 3,457.80	Oct
10/06/17	10/13/17	IPMA-HR	Patrol Officer exams	\$ 847.00	\$ 2,610.80	Oct
10/19/17	10/23/17	Tyre & Childs	Psych eval - Police (2)	\$ 990.00	\$ 1,620.80	Oct
11/03/17	11/08/17	Tyre & Childs	Psych eval - Police	\$ 495.00	\$ 1,125.80	
11/03/17	11/08/17	Prevea	Drug Screen - Police (3)	\$ 108.00	\$ 1,017.80	
11/03/17	11/08/17	Prevea	Physicals - Police (3)	\$ 1,317.50	\$ (299.70)	
				\$ 24,799.70		

Craig D. Childs, PhD, SC  
385 Williamstowne  
Suite 301  
Delafield, WI 53018  
(262)646-6404x116  
childs@tyreandchilds.com  
http://www.tyreandchilds.com



# TYRE & CHILDS

PUBLIC SAFETY CONSULTATION

## INVOICE

**BILL TO**

Ms. Jennifer Smits  
City of Green Bay Police Department

**INVOICE #** 1889**DATE** 09/28/2017**TERMS** Due on receipt

ACTIVITY	QTY	RATE	AMOUNT
New Hire Evaluation Peterson, Van Donsel, Wallner	3	495.00	1,485.00

Please make check out to: Craig D. Childs, PhD, S.C.

BALANCE DUE

**\$1,485.00**

Please also indicate the invoice number on your  
payment voucher.

Thank you.

**APPROVED**

Dated: 9/29/17

By: *[Signature]*

101003-52007



Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420  
FEIN: 39-0817529

RECEIVED

OCT 3 2017

HUMAN RESOURCES

**Invoice**

September 29, 2017

Bill to: Peggy Barden  
City of Green Bay - PPE  
Human Resources  
100 N Jefferson - Room 500  
Green Bay, WI 54301

For: City of Green Bay - PPE  
drug screen 9-17

Invoice # 111957

Proc Code	Date	Description	Qty	Charge	Receipt	Adjust	Balance
80100	09/15/2017	Drug Screen 5 Panel	1.00	36.00			36.00
		Summary for [REDACTED]		36.00	0.00	0.00	36.00
80100	09/18/2017	Drug Screen 5 Panel	1.00	36.00			36.00
		Summary for [REDACTED]		36.00	0.00	0.00	36.00
80100	09/14/2017	Drug Screen 5 Panel	1.00	36.00			36.00
		Summary for [REDACTED]		36.00	0.00	0.00	36.00

Invoice # 111957 Balance Due:

108.00

APPROVED

Dated: 10/5/17

By: Peggy Barden

101003-52007

Cut and return with payment

Please remit 108.00 to

Please place invoice number 111957 on check

Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420

10-2

Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420  
FEIN: 39-0817529

RECEIVED

OCT 3 2017

HUMAN RESOURCES

Invoice

September 29, 2017

Bill to: Peggy Barden  
City of Green Bay - PPE  
Human Resources Room 500  
P.O. Box 23600  
Green Bay, WI 54305-3600

For: City of Green Bay - PPE  
co billing 9-17

Invoice # 111968

Proc Code	Date	Description	Qty	Charge	Receipt	Adjust	Balance
71020	09/15/2017	X-Ray, Chest, PA/LAT 2 view	1.00	94.00			94.00
81003	09/15/2017	Urinalysis Without Micro (u/a dip)	1.00				-
82DOM	09/15/2017	Health Study #2	1.00	20.00			20.00
84202	09/15/2017	Protoporphyrin; RBC	1.00	69.00			69.00
92552	09/15/2017	Audiometry Pure Tone	1.00	12.50			12.50
93000	09/15/2017	EKG w/interp	1.00	60.00			60.00
94016	09/15/2017	Pulmonary Funct. Test (Incl. Interp)	1.00	42.00			42.00
97750	09/15/2017	Back Screen level 4	1.00	45.00			45.00
HP4	09/15/2017	History & Physical	1.00	90.00			90.00

Summary for [REDACTED] 432.50 0.00 0.00 432.50

71020	09/18/2017	X-Ray, Chest, PA/LAT 2 view	1.00	94.00			94.00
81003	09/18/2017	Urinalysis Without Micro (u/a dip)	1.00				-
82DOM	09/18/2017	Health Study #2	1.00	20.00			20.00
84202	09/18/2017	Protoporphyrin; RBC	1.00	69.00			69.00
86580	09/18/2017	Tuberculin Skin testing (PPD)	1.00	10.00			10.00
92552	09/18/2017	Audiometry Pure Tone	1.00	12.50			12.50
93000	09/18/2017	EKG w/interp	1.00	60.00			60.00
94016	09/18/2017	Pulmonary Funct. Test (Incl. Interp)	1.00	42.00			42.00
97750	09/18/2017	Back Screen level 4	1.00	45.00			45.00
HP4	09/18/2017	History & Physical	1.00	90.00			90.00
86580	09/22/2017	Tuberculin Skin testing (PPD)	1.00	10.00			10.00

Summary for [REDACTED] 452.50 0.00 0.00 452.50

71020	09/14/2017	X-Ray, Chest, PA/LAT 2 view	1.00	94.00			94.00
81003	09/14/2017	Urinalysis Without Micro (u/a dip)	1.00				-
82DOM	09/14/2017	Health Study #2	1.00	20.00			20.00
84202	09/14/2017	Protoporphyrin; RBC	1.00	69.00			69.00
92552	09/14/2017	Audiometry Pure Tone	1.00	12.50			12.50
93000	09/14/2017	EKG w/interp	1.00	60.00			60.00
94016	09/14/2017	Pulmonary Funct. Test (Incl. Interp)	1.00	42.00			42.00
97750	09/14/2017	Back Screen level 4	1.00	45.00			45.00
HP4	09/14/2017	History & Physical	1.00	90.00			90.00

Summary for [REDACTED] 432.50 0.00 0.00 432.50

APPROVED

Dated: 10/5/17

By: Peggy Barden

101003-52007

Invoice # 111968 Balance Due:

1317.50

10-3



# Statement



Statement Date

10/2/2017

**Bill To:**

00092426  
City of Green Bay Human Resources  
Dept.  
100 North Jefferson St, Room 500  
Green Bay WI, 54301

RECEIVED

OCT 6 2017

HUMAN RESOURCES

Invoice Number	Invoice Date	Description	Total Amount	Payments	Balance Due
INV-31129-Z3M2D3	8/31/2017	Product Sales - PO-EL 201-NC Key Score Package	\$847.00	\$0.00	\$847.00

Total Invoice Amount:	\$847.00
Total Payments:	\$0.00
Total Balance Due:	\$847.00

APPROVED

Dated: 10/09/17

By: Peggy Carder

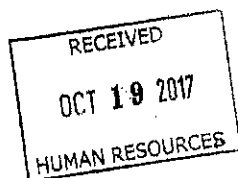
101003-52007

**Remit Payment To:**

IPMA-HR  
1617 Duke St  
Alexandria VA, 22314  
Tel# 703-549-7100, Fax# 703-684-0948  
Fed ID# 36-2177151  
www.ipma-hr.org

10-4

Craig D. Childs, PhD, SC  
385 Williamstowne  
Suite 301  
Delafield, WI 53018  
(262)646-6404x116  
childs@tyreandchilds.com  
http://www.tyreandchilds.com



# TYRE & CHILDS

PUBLIC SAFETY CONSULTATION

## INVOICE

**BILL TO**

Ms. Jennifer Smits  
City of Green Bay Police Department

**INVOICE #** 1902

**DATE** 10/19/2017

**TERMS** Due on receipt

ACTIVITY	QTY	RATE	AMOUNT
New Hire Evaluation Gorin, Woods	2	495.00	990.00

Please make check out to: Craig D. Childs, PhD, S.C.

**BALANCE DUE**

**\$990.00**

Please also indicate the invoice number on your  
payment voucher.

Thank you.

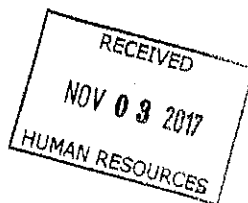
**APPROVED**

Dated: 10/23/17

By: Duffy Barden

101003-52007

Craig D. Childs, PhD, SC  
385 Williamstowne  
Suite 301  
Delafield, WI 53018  
(262)646-6404x116  
childs@tyreandchilds.com  
http://www.tyreandchilds.com



# TYRE & CHILDS

PUBLIC SAFETY CONSULTATION

## INVOICE

### BILL TO

Ms. Jennifer Smits  
City of Green Bay Police Department

INVOICE # 1909

DATE 11/02/2017

TERMS Due on receipt

ACTIVITY	QTY	RATE	AMOUNT
New Hire Evaluation	1	495.00	495.00

Please make check out to: Craig D. Childs, PhD, S.C.

BALANCE DUE

**\$495.00**

Please also indicate the invoice number on your  
payment voucher.

Thank you.

APPROVED

Dated: 11/08/17

By: *[Signature]*

101003-52007

Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420  
FEIN: 39-0817529

**Invoice**  
October 31, 2017

Bill to: Peggy Barden  
City of Green Bay - PPE  
Human Resources  
100 N Jefferson - Room 500  
Green Bay, WI 54301

For: City of Green Bay - PPE  
drug screen 10-17

Invoice # 112536

Proc Code	Date	Description	Qty	Charge	Receipt	Adjust	Balance
80100	10/20/2017	Rapid Drug Screen - 8/OXY	1.00	32.00			<del>32.00</del>
		Summary for [REDACTED]		32.00	0.00	0.00	<del>32.00</del>
80100	10/20/2017	Drug Screen 5 Panel <i>DPW</i>	1.00	36.00			36.00
		Summary for [REDACTED]		36.00	0.00	0.00	36.00
80100	10/13/2017	Drug Screen 5 Panel <i>Police</i>	1.00	36.00			36.00
		Summary for [REDACTED]		36.00	0.00	0.00	36.00
80100	10/30/2017	DOT 5 Panel <i>Police</i>	1.00	37.00			<del>37.00</del>
		Summary for [REDACTED]		37.00	0.00	0.00	<del>37.00</del>
80100	10/18/2017	Rapid Drug Screen - 8/OXY <i>PRF</i>	1.00	32.00			<del>32.00</del>
		Summary for [REDACTED]		32.00	0.00	0.00	<del>32.00</del>
80100	10/24/2017	Rapid Drug Screen - 8/OXY <i>Admin</i>	1.00	32.00			<del>32.00</del>
		Summary for [REDACTED]		32.00	0.00	0.00	<del>32.00</del>
80100	10/13/2017	Drug Screen 5 Panel <i>DPW</i>	1.00	36.00			36.00
		Summary for [REDACTED]		36.00	0.00	0.00	36.00
		<i>Police</i>					

APPROVED

Dated: 11/08/17  
By: *Peggy Barden*

Invoice # 112536 Balance Due:

241.00

101180-52006 - \$133<sup>00</sup>  
101003-52007 - \$108<sup>00</sup>

Cut and return with payment

Please remit 241.00 to

Please place invoice number 112536 on check

Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420

10-7

Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420  
FEIN: 39-0817529

**Invoice**  
October 31, 2017

Bill to: Peggy Barden  
City of Green Bay - PPE  
Human Resources Room 500  
P.O. Box 23600  
Green Bay, WI 54305-3600

For: City of Green Bay - PPE  
co billing 10-17

Invoice # 112554

Proc Code	Date	Description	Qty	Charge	Receipt	Adjust	Balance
	10/20/2017	Audiometry Pure Tone	1.00	12.50			12.50
92552	10/20/2017	Back Screen level 4	1.00	45.00			45.00
97750	10/20/2017	History & Physical	1.00	70.25			70.25
99213							
Summary for [REDACTED]				127.75	0.00	0.00	
	10/20/2017	X-Ray, Chest, PA/LAT 2 view <i>OPW</i>	1.00	94.00			94.00
71020	10/20/2017	Urinalysis Without Micro (u/a dip)	1.00				20.00
81003	10/20/2017	Health Study #2	1.00	20.00			69.00
82DOM	10/20/2017	Protoporphyrin; RBC	1.00	69.00			12.50
84202	10/20/2017	Audiometry Pure Tone	1.00	12.50			60.00
92552	10/20/2017	EKG w/interp	1.00	60.00			42.00
93000	10/20/2017	Pulmonary Funct. Test (Incl. Interp)	1.00	42.00			45.00
94016	10/20/2017	Back Screen level 4	1.00	45.00			90.00
97750	10/20/2017	History & Physical	1.00	90.00			
HP4							
Summary for [REDACTED]				432.50	0.00	0.00	432.50
	10/13/2017	X-Ray, Chest, PA/LAT 2 view <i>Police</i>	1.00	94.00			94.00
71020	10/13/2017	Urinalysis Without Micro (u/a dip)	1.00				20.00
81003	10/13/2017	Health Study #2	1.00	20.00			69.00
82DOM	10/13/2017	Protoporphyrin; RBC	1.00	69.00			10.00
84202	10/13/2017	Tuberculin Skin testing (PPD)	1.00	10.00			12.50
86580	10/13/2017	Audiometry Pure Tone	1.00	12.50			60.00
92552	10/13/2017	EKG w/interp	1.00	60.00			42.00
93000	10/13/2017	Pulmonary Funct. Test (Incl. Interp)	1.00	42.00			45.00
94016	10/13/2017	Back Screen level 4	1.00	45.00			90.00
97750	10/13/2017	History & Physical	1.00	90.00			
HP4							
Summary for [REDACTED]				442.50	0.00	0.00	442.50
	10/30/2017	Urinalysis Without Micro (u/a dip) <i>Police</i>	1.00				12.50
81003	10/30/2017	Audiometry Pure Tone	1.00	12.50			45.00
92552	10/30/2017	Back Screen level 4	1.00	45.00			
97750	10/30/2017	Titmus Vision Simple	1.00				68.25
99173	10/30/2017	DOT Examination	1.00	68.25			
99213							
Summary for [REDACTED]				125.75	0.00	0.00	
	10/18/2017	Audiometry Pure Tone <i>PPE</i>	1.00	12.50			12.50
92552	10/18/2017	History & Physical	1.00	70.25			70.25
99213							

10-8

Summary for [REDACTED]				82.75	0.00	0.00	[REDACTED]
92552	10/24/2017	Audiometry Pure Tone	Admin 1.00	12.50			12.50
97750	10/24/2017	Back Screen level 4	1.00	45.00			45.00
99213	10/24/2017	History & Physical	1.00	70.25			70.25
Summary for [REDACTED]				127.75	0.00	0.00	[REDACTED]
71020	10/13/2017	X-Ray, Chest, PA/LAT 2 view	DPW 1.00	94.00			94.00
81003	10/13/2017	Urinalysis Without Micro (u/a dip)	1.00				
82DOM	10/13/2017	Health Study #2	1.00	20.00			20.00
84202	10/13/2017	Protoporphyrin; RBC	1.00	69.00			69.00
86580	10/13/2017	Tuberculin Skin testing (PPD)	1.00	10.00			10.00
92552	10/13/2017	Audiometry Pure Tone	1.00	12.50			12.50
93000	10/13/2017	EKG w/interp	1.00	60.00			60.00
94016	10/13/2017	Pulmonary Funct. Test (Incl. Interp)	1.00	42.00			42.00
97750	10/13/2017	Back Screen level 4	1.00	45.00			45.00
HP4	10/13/2017	History & Physical	1.00	90.00			90.00
Summary for [REDACTED]				442.50	0.00	0.00	442.50

*Police*

Invoice # 112554 Balance Due:

1781.50

APPROVED

Dated: 11/08/17  
By: *Peggy Garden*

101180-52006 - \$464.<sup>00</sup>  
101003-52007 - \$1,317.<sup>50</sup>

Cut and return with payment

Please place invoice number 112554 on check

Please remit 1,781.50 to

Prevea Health Workmed  
PO Box 12734  
Green Bay, WI 54307-2734  
Phone: 920-405-1420

10-9